

Well-Being at Work

Guide to Understanding What Drives
Work Happiness



What drives your well-being at work?

Click on each dimension listed below to learn more.



Energy



Compensation



Belonging



Support



Trust



Learning



Achievement



Flexibility



Inclusion



Appreciation



Purpose



Management

Want to dig deeper into work happiness?

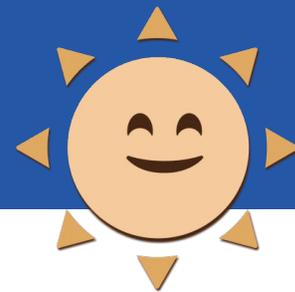
Take the survey, view the research,
find companies and more!

[Check it out](#)



How are you feeling at work?

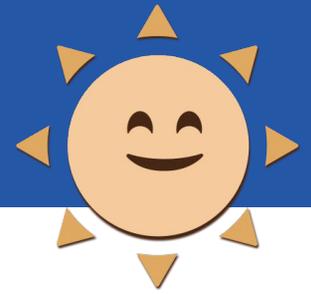
Check in with yourself to better understand where things are falling short and where they are working.



	Strongly Disagree	Disagree	Neutral	Agree	Strongly agree
Overall, I am completely satisfied with my job.					
My work has a clear sense of purpose.					
I feel happy at work most of the time.					
I feel stressed at work most of the time.					
I am paid fairly for my work.					
There are people at work who give me support and encouragement.					
There are people at work who appreciate me as a person.					
I can trust people in my company.					
I feel a sense of belonging in my company.					
My manager helps me succeed.					
My work environment feels inclusive and respectful of all people.					
My work has the time and location flexibility I need.					
In most of my work tasks, I feel energized.					
I am achieving most of my goals at work.					
I often learn something at work.					

How are you feeling at work?

Check in with yourself to better understand where things are falling short and where they are working.



At work, I feel a sense of trust when

At work, I feel included when

At work, I feel well managed when

At work, I feel a sense of belonging when

At work, I feel energized when

At work, I feel appreciated when

At work, I feel respected when

How are you feeling during your job search?

Use these questions to consider how you can improve your happiness while looking for work.



What inspires you during your day?



How can you celebrate small wins?



What new skills can you add to your resume through online trainings?



Who is a confidant you could check-in with regularly?



What group you can join to further your career and provide community?



Where could you volunteer to help make you feel impactful and contribute to your resume ?



Can you schedule job searching so that it doesn't bleed into the rest of your day?



Do you have a "brag book" of positive feedback from past work?

What makes a job good for you?

To identify which happiness drivers are most important to you, think about your best and worst jobs.

Best job(s) I've had:

Why? Which drivers of well-being were abundant for you in this role?

- 1.
- 2.
- 3.

Worst job(s) I've had:

Why? Which drivers of well-being were abundant for you in this role?

- 1.
- 2.
- 3.



Belonging



Energy



Inclusion



Flexibility



Trust



Purpose



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Support



Compensation

Dimension Deep Dives



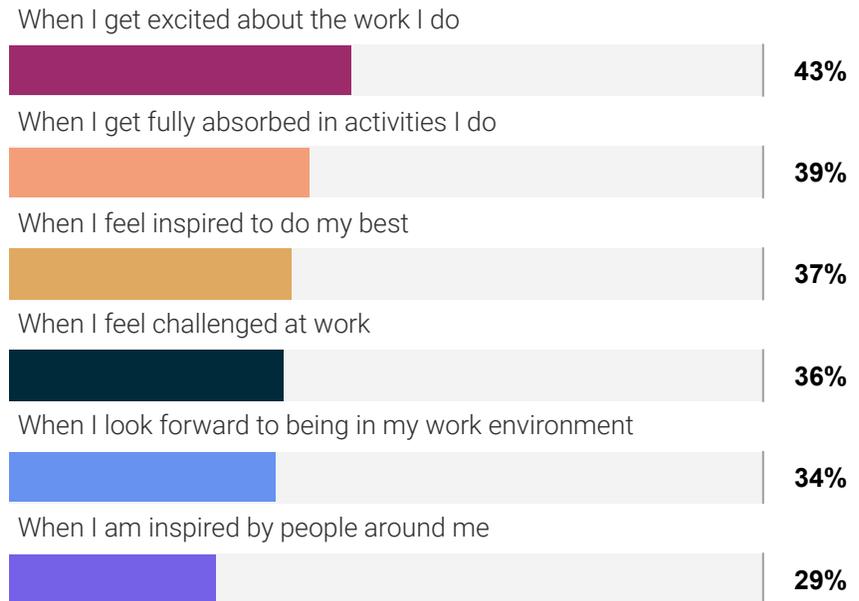


Energy

Motivation
Daily Activity Absorption
Work Environment
Inspiration

People feel energized in their day-to-day by the people they interact with and the work they do. They want to feel inspired, motivated and challenged while staying fully absorbed.

What makes you feel energized at work?



Belonging

Social Connection
Interpersonal Relationships
Company Value Alignment
Value Add to Organization

People feel their company cares about them, they have friends at work, and they understand their impact on other people and teams.

What makes you feel a sense of belonging?



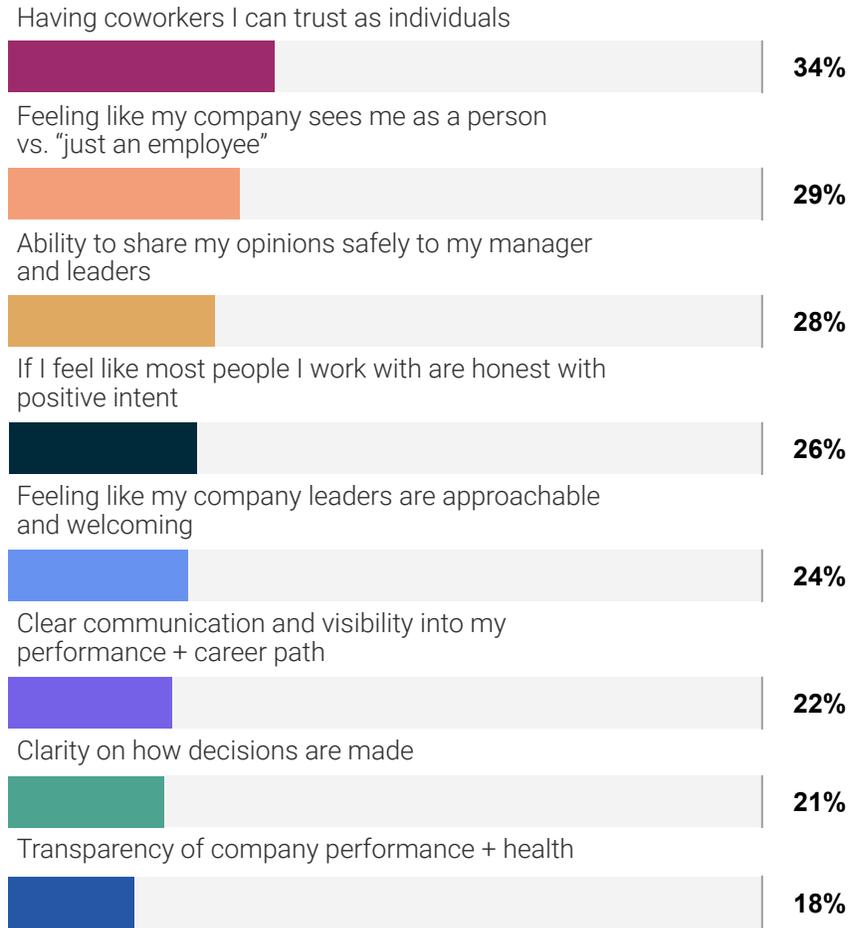


Trust

Psychological Safety
Assuming Positive Intent
Feedback and Transparency
Autonomy

People feel they can trust their colleagues as individuals and their leaders are approachable and transparent.

What makes you feel a sense of trust?

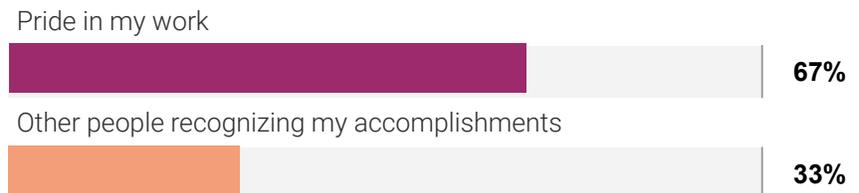


Achievement

Internal validation
External validation

Achievement is driven more by pride in our own work, than other people recognizing our accomplishments.

Achievement at work looks like:



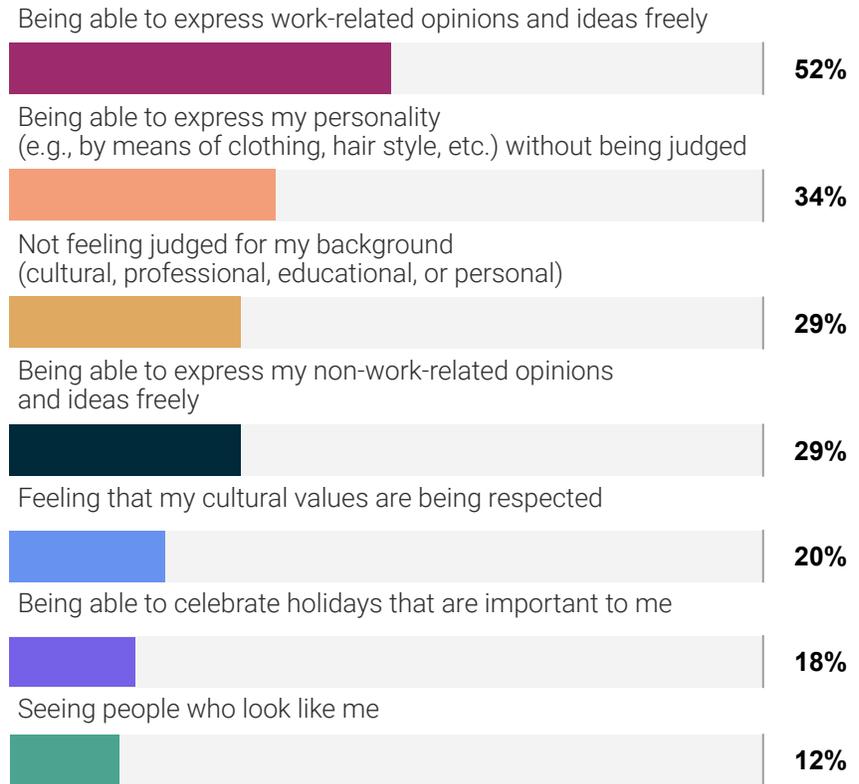


Inclusion

Non-Judgement
Freedom of Expression
Authenticity
Acceptance

People feel included when they can express themselves fully (thoughts, feelings and beliefs) and authentically without fear of judgement or retaliation.

What makes you feel included at work?



Purpose

Value Add
Recognition
360 View

People feel their work adds value and they understand how it contributes to a bigger picture. This sense of feeling necessary, and of contribution, is even more important than feeling connected on a personal level to the work.

What makes you feel a sense of purpose at work?





Fair Pay

Equal
Competitive
Value Driven
Progressive

People want to feel they are paid fairly for their contributions and on par with role and industry standards, regardless of their racial background, age, culture or gender.

What does fair pay mean to you?



Support

Emotional Support
Time and Resources
Team Dynamic
Intentional Listening

People feel supported when they are provided with enough time and resources to do their job well and can rely on their coworkers through emotional support.

What drives feeling support at work?





Learning

- Training & Resources
- Access to Learning
- Personal Growth
- Support and Encouragement

People feel they have access and are encouraged to expand existing skills and discover new ones in order to support their personal and professional development.

What factors impact learning at work?

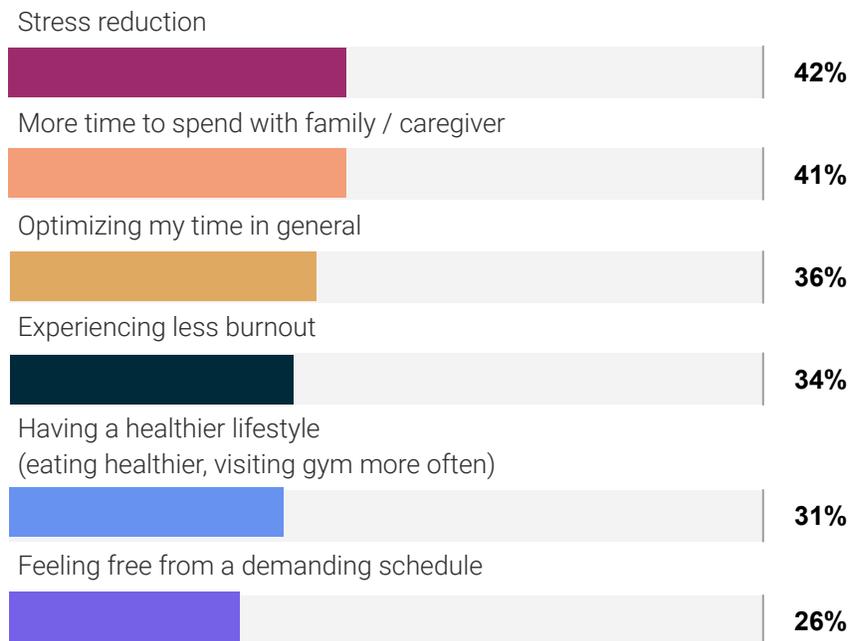


Flexibility

- Balance
- Prioritization
- Time Management
- Productivity

People have the time and flexibility they need to live their lives.

How does flexibility help?



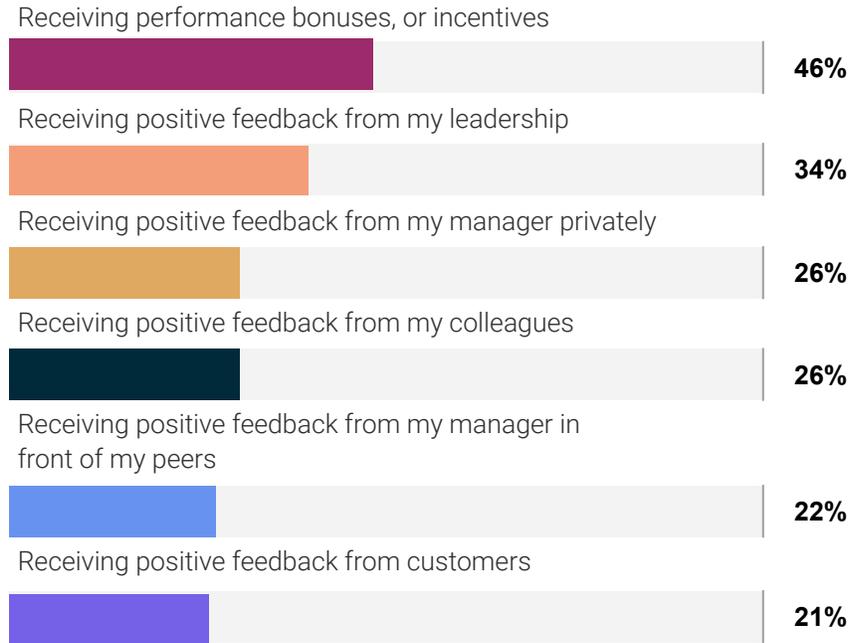


Appreciation

Acknowledgement
Gratitude
Positive Feedback
Work Matters

People feel recognized and valued for both their work and who they are as individuals. They feel seen and heard.

What factors make you feel most appreciated at your company?



Manager Support

Autonomy
Trust
Set-Up for Success
Career/Growth Conversations

People feel their voice is heard by their manager, they have a safe space to share honest feedback and receive support in navigating difficult situations and their career growth.

What makes you feel supported by your manager?

